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Apprenticeship Training Program

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BIENNIAL REPORT FOR
1999 & 2000



SUBMITTED TO: GOVERNOR MARC RACICOT

PREPARED BY :
THE APPRENTICESHIP TRAINING PROGRAM
JOB SERVICE DIVISION
MONTANA DEPARTMENT OF LABOR & INDUSTRY

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MARC RACICOT, GOVERNOR

PO BOX 1728

STATE OF MONTANA

(406) 444-3998

HELENA, MONTANA 59624-1728

The Honorable Marc Racicot
Governor
State of Montana
Helena, MT 59620

Dear Governor Racicot:

In accordance with Section 39-6-101, MCA, Duties of Department, we have the honor to submit to you the Biennial Report of the Montana State Apprenticeship Training Program. In making a first-time attempt to convert the report from program year to fiscal year, this report covers January 1, 1999, through June 30, 2000 timeframe.

Respectfully submitted by
The Montana State Apprenticeship Training Program

Mark S. Maki, Supervisor

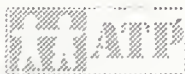


MONTANA Apprenticeship
Training Program

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Introduction



Registered apprenticeship is an important resource for employers and an opportunity for workers in these demanding times. In the environment of "down sizing" and "right sizing" the work force must be more efficient and productive. The better we train Montana's workforce today, the more likely they are to be up to the challenges in tomorrow's work place.

As unemployment figures get lower, the availability of skilled workers declines. The remaining people are likely to be those with skills that don't match those of current openings in the job market. The Apprenticeship Training Program, Department of Labor and Industry, helps fill this void through services provided to Montana employers.

Through a registered apprenticeship program employers can get professional assistance to train Montana workers to become highly skilled in their trade or craft. As our state economy becomes more service based, the demand for a technically trained, skilled work force will increase.

Apprenticeship is the oldest form of skill training there is. It's a skilled worker teaching the skills of their craft to other workers. Registered apprenticeship training includes both supervised on-the-job training through actual work and related technical instruction in the classroom. Management, Labor and Government work in cooperation to provide structured progressive instruction programs to develop high quality, skilled, employable workers.

"We have used apprenticeship services to train new staff for quite a few years and have been well satisfied with the training provided. The education that apprentices receive is great and we intend to continue using apprenticeship services in the future. The Montana Apprenticeship Program is an important provider of training and educational services for us and for all of rural Montana for that matter."

Duane Gackel, McCone Electric Cooperative,
Circle, MT

An employer that sponsors a registered apprenticeship training program in their company experiences many benefits:

1- A Source Of Trained Workers

Employers can guarantee their companies a steady supply of competent, well-trained workers. These workers will have the added benefit of being trained in the sponsoring company's quality standards and work practices. Skilled workers do the job faster and with fewer callbacks.

2- Economy

Apprentice training costs are minimal because apprentices produce while they learn and earn on a progressive wage schedule.

3- Less Turnover

Apprentices in a certified training program know they have jobs with futures. Satisfied employees mean less potential turnover.

4- Improved Labor Relations

Employers establish a mutually beneficial association with the apprentices in their employ.

5- Demonstrates Community Commitment

Employers that sponsor a registered apprenticeship program have taken it upon themselves to provide more career opportunities and training for people in their communities.

6- Recognition

Apprenticeship training programs registered by the Montana Department of Labor and Industry have the respect of industry, labor and communities.

Why learn a trade through an apprenticeship instead of through some other method? Some of the advantages of completing a registered apprenticeship program include:

1- Exposure

Apprenticeship gives workers versatility by teaching them all aspects of a trade. Apprenticeship facilitates the acquisition of skills not just for a single job, but for a career. It helps them learn

to work with different kinds of people in a working situation. It familiarizes them with the overall picture of a company's operation and organization.

2- Competition

Apprentice graduates are more educated, work more steadily, learn their trades faster and are more likely to become supervisors than non-apprentice craftworkers.

3- Job Security

Apprenticeship produces better skilled, more productive and safer craftworkers. Apprenticeship graduates experience less unemployment than craftworkers trained in informal ways, since employers retain better skilled workers and often specifically request them for a job.

Registered Apprenticeship System and Administration



Registered

Apprentice

System and

Administration



Registered Apprenticeship

Registered apprenticeship is a voluntary training program. Employers that choose to sponsor a program are expected to meet established program standards. Apprenticeship standards are established by their respective industry. They are intended to train skilled workers that know all aspects of their particular industry, not limited experienced workers. Not all employers engage in a broad enough scope of their particular trade to adequately train an apprentice.

Registered apprenticeship is on-the-job training supplemented with related technical instruction. Apprentices work under the supervision of qualified journeyworkers to develop the skill, learn the techniques, materials and equipment of the trade.

Classroom or approved home study courses that provide training in the theoretical and technical aspects of the trade are required. Minimum class time is 144 hours for each year of the apprenticeship, but may be higher for some trades.

Apprentices are generally evaluated every six months and receive pay raises upon verification of satisfactory progress in skill development and course work. An apprentice's starting wage is usually 50% of the applicable journeyworker rate. There are wage increases from five to ten percent for each increment period of satisfactory progress.

When a registered apprenticeship program sponsor verifies that the apprentice has fulfilled all requirements of the training program, the Montana Apprenticeship and Training Program will issue a certificate of completion. This validated national credential is proof that the completing apprentice is a fully qualified skilled worker in their trade.

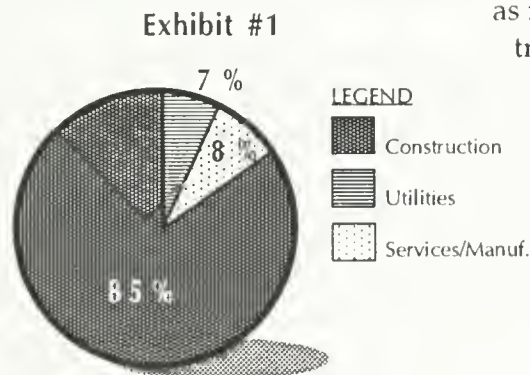
Administration of the State of Montana Apprenticeship Programs

In 1941 the Montana 27th Legislative Assembly enacted Chapter 149 to create an apprenticeship system. The program operated with informal federal recognition from 1941 until 1977. In 1977 federal regulations were finalized (Title 29, CFR 29.12). The United States Secretary of Labor officially recognized the authority of the Montana Department of Labor and Industry to determine individual apprenticeship program compliance for federal purposes.

Over the years apprenticeship has been administered from several divisions within the department. The Montana Department of Labor and Industry was reorganized in 1993. On July 1, 1993, the Apprenticeship Training Program was relocated in the Job Service Division. This placement of the program provides a more direct administrative link with other employment and training services provided by the department.

There is a stereotypical image of apprenticeship in the general public as just union construction jobs. Registered apprenticeship also includes numerous jobs in the medical and food service fields as well

as many mechanical and artisan trades and is expanding into the fields of information technology.



Registered apprentices as of 6/30/2000.

There are over 180 occupations registered as apprenticeable in Montana. The Apprenticeship Training Program currently has apprentices being trained in

51 of those trades. As of June 30, 2000, 939 registered Montana apprentices were being trained in three major labor categories: construction, utilities, and service/manufacturing.

The Montana Apprenticeship Training Program provides technical assistance and oversight for all registered programs. In Montana as of June 30, 2000, 53% of the registered programs and 58% of the apprentices are independent. Additionally, there are 30 Joint Apprenticeship and Training Committees (JATC) sponsored programs, which represents 316 union employees. The JATCs are structured with equal numbers of management and labor members. The JATCs are generally the larger apprenticeship sponsors and historically the models for their trades.

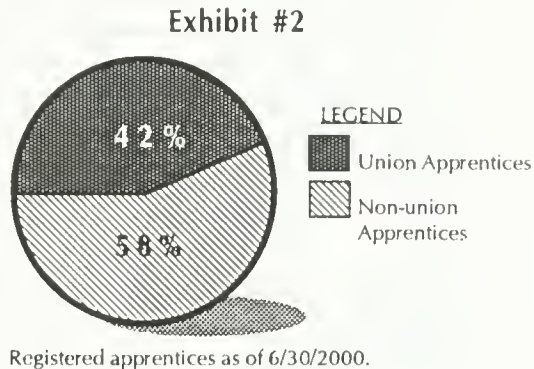
The Apprenticeship Training Program, Department of Labor and Industry provides the following services to employers, workers, and the public and educational community:

- ... Free consulting and technical assistance to employers in setting up and registering apprentice training programs.

- ... Oversight service and monitoring of existing apprenticeship programs to ensure compliance with state, federal and industry training standards and successful completion of apprentices.

- ... Maintain and revise apprentice training standards, to safeguard the welfare of apprentices and to ensure the quality of the training.

- ... Provide information to the public about apprenticeship opportunities.



... Certify apprentices on public works projects.

... Functions as Montana's authorized approval agency for V.A. benefit purposes.

... Record and issue certificates to individuals who successfully complete their apprenticeship training program.

Apprentice sponsorship is a significant commitment between an employer and the apprentice. The sponsors train skilled workers that support Montana's economic vitality. Prior to the certification of a new sponsor and apprentice, there has been thorough information and consultative services provided. The more complete the understanding of program requirements for those involved, the fewer problems there are to correct through the term of the apprenticeship. Apprenticeship Training Program staff work with sponsors on a continual basis to ensure the best prospects of successful completion for as many apprentices as possible.

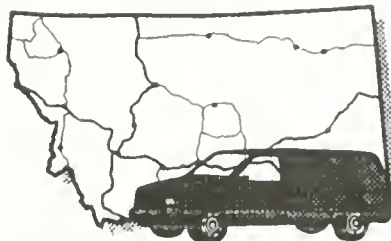
Successful apprenticeships require various types and degrees of involvement from all parties through the term of each apprentice. The programs' staff invests time, resources and energy in the success of each apprentice registered. New apprentices do not count as a positive achievement until completion. The staff strives to stay involved with each program and apprentice throughout their training period.

"The apprenticeship staff have been most accommodating to our needs. The service provided addresses the needs of small shops. Their availability and representation is very appreciated. The gentle prodding that is done as authority figures to provide motivation for apprentices to keep on track with course work is also appreciated."

Grant Eickelberg, Allied Electric,
Belgrade, MT

From January 1, 1999 to June 30, 2000, program staff conducted 575 inspection visits to sponsors of registered apprenticeship programs. During these informal visits, program compliance is reviewed, technical assistance is provided and information on new laws or regulations affecting the sponsor are passed on. Other issues that could impact the over-all success of sponsor's program are dealt with on a personal basis.

Exhibit #3



In 1999-2000, the program's field staff drove 59,000+ miles, conducting on-site business.

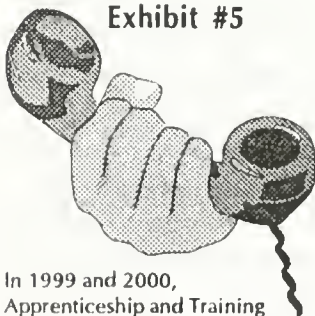
Apprenticeship Training Program staff provide active program management assistance to sponsors and apprentices. The staff also provides the in-person service that many Montana employers expect. This service is provided to employers with no fees or direct cost. For the January 1, 1999 to June 30, 2000 time frame, the Apprenticeship and Training Program staff traveled 58,962 miles and spent an approximate 2,400 hours, 30% of their working time, in the field servicing the apprenticeship community in Montana.

Exhibit #4



In 1999 and 2000, program field representatives spent 30 percent of their working hours on site.

Exhibit #5



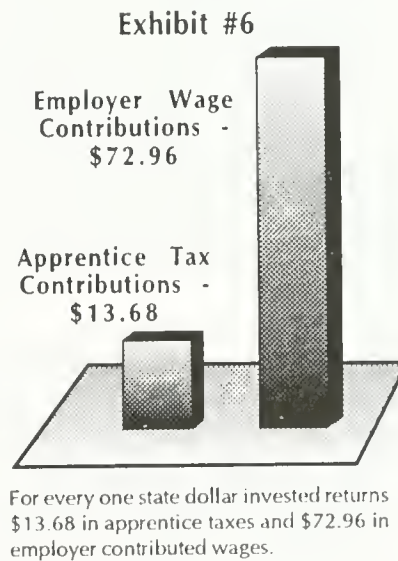
In 1999 and 2000, Apprenticeship and Training staff handled 12,000+ incoming telephone calls.

During the time frame in review, the staff registered 557 new apprentices and certified 77 new programs. Additionally, the total four person staff handled over 12,000 incoming telephone calls requiring various degrees and levels of response. Furthermore, the combined program staff sent over 7,000 survey inquiries, sponsor and apprentice letters and program information packages concerning the program during the time frame in review.

The Economic Impact of Apprenticeship

Apprentices, unlike many people in learning situations, earn wages that contribute to the support of all levels of government and purchase goods and services in their communities. The progressively increasing wages are leading to good stable wages in skilled occupations. Well paid, trained and skilled labor is the backbone of Montana's economy.

Montana expended \$380,000 to support apprenticeship training during fiscal year 1999/2000. The program had 939 apprentices registered as of June 30, 2000. In 1999/2000 these apprentices earn an average hourly wage of \$14.19 per hour and an average gross annual wage of \$29,525.04. Employers contributed approximately \$27,723,073.56 in gross wages to apprentices while the average apprentice contributed \$5,538.00 in income taxes to the state's and federal economy. Therefore, for every one (1) dollar the state annually invested in 1999/2000, in registered apprenticeship, employers pay \$72.96 in wages and the apprentice contributes \$13.68 in taxes. The estimated amount of taxes paid by Montana apprentices in 1999/2000 was \$5,200,182.00.



Related Training Funding

Over the years, the Montana State legislature has provided federal and state special revenue funds from various sources to off-set some of the cost employers incur in providing apprentices with supplemental technical instruction. The instruction is required in addition to on-the-job training. Educational cost are off-set through state grants. During the 1999 legislative session, funding for apprenticeship related instruction was moved to the general fund and became a part of the Department of Labor and Industry's overall budget. This action will increase the rate of security and stability for future related instruction funding. Grants are applied towards correspondence courses, instructor cost and administrative expenses. Correspondence courses are used to provide supplemental instruction to apprentices who don't have access to classroom type instruction. These are primarily apprentices of independent/single employer sponsors and those located in rural areas of the state. Grant monies are used to defray part of the employer cost of purchasing these courses. Employers pay 100% of the cost of the first year courses and 60% of remaining years courses, with the state grant paying for 40%. During fiscal year 1999/2000, \$34,923.00 was allocated for correspondence courses. The North Dakota State College of Science (NDSCS) sold 916 courses to Montana Apprentices, a 28% increase over the previous fiscal year.

Grants are also distributed to off-set part of the cost of apprentice instructor support. Apprentice training organizations primarily JATC's (union sponsors) utilize classroom settings and instructors to provide supplemental technical instruction to apprentices. JATC's apply for grants that are exclusively used to defray cost for instructors. Grants are distributed to approved applicants based upon the number of hours of training scheduled for the upcoming training year. For fiscal year 1999/2000, 20 organizations, which included three non-union schools, will received grants totaling close to \$105,076.90. Over 14,000 instructor hours received \$7.48 per hour in state grant co-pay during the fiscal year.

"The home study courses provided by the Montana Apprenticeship Program allow our employees to receive their training and education without disruption or delay of daily customer services. This is so vital to our commitment to customer satisfaction."

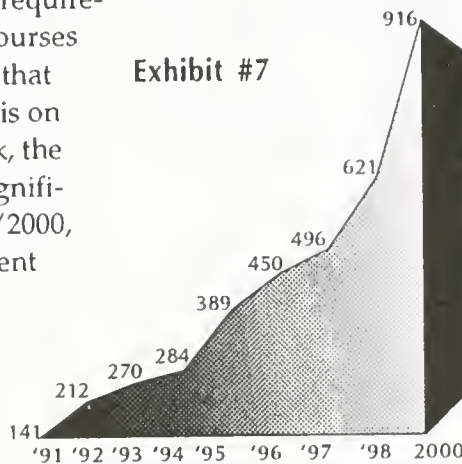
Richard J. Thronson, General Manager,
Nemont Telephone Cooperative, Inc.

"The course work that is being used for apprentices is good. We are requiring that all of our employees study the new Industrial Rigging course work materials. The staff at NDSCS are real helpful and easy to work with."

Renee Muelller, Horizon Electric, Baker, MT

The Apprenticeship Training Program staff takes a strong stance on steady progress by apprentices enrolled in correspondence course related instruction. Apprentices working on courses alone, on their own time, need a strong support system. Several program measures to provide this support have shown marked improvements in the last three years. In 1991 the state share funding for apprentices completing their related training requirements through correspondence courses was \$9,000 with 144 courses sold that year. With an increased emphasis on timely completion of course work, the utilization of that resource has significantly grown. In fiscal year 1999/2000, \$34,923,000 in state funds was spent supporting home study courses, with 916 courses sold to Montana apprentices. Furthermore, in fiscal year 1999/2000, Montana independent employer/sponsors of apprenticeship paid out of pocket cost of \$96,466.50 for correspondence related

Exhibit #7



Number of courses ordered by Montana employer-sponsored programs by NDSCS as of 6/30/00.

instruction. This represents 73% of the total \$131,389.60 spent in 1999/2000 for correspondence related instruction.

To further stress the significance of the related instruction relevant to the apprenticeship sponsor, in fiscal 1995/1996, (with 30% less funding, available for home study courses), the provider for the home study courses North Dakota State College of Science (NDSCS) sold 450 courses to Montana apprentices in contrast to 284 courses sold in 1994. This was accomplished with the individual apprenticeship sponsor paying 100% of the cost of the first year's course work; with the sponsor's share for the remaining courses increased and NDSCS voluntarily reducing their prices where possible.

1999-2000 Apprenticeship Training Program Activities



Apprenticeship Statistics

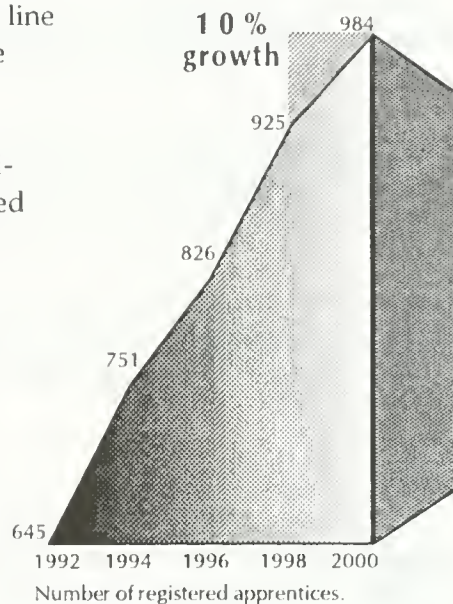
The number of registered apprentices in Montana as of June 30, 2000 was 939 (5% female and 6% minority). During the biennium the number of registered apprentices fluctuated from 894 to 984, with the program experiencing a 10% overall growth, which falls in line with the average growth rate since 1992.

Currently there are 350 active certified individual-employer sponsored programs and 30 programs jointly administered through labor and management partnerships that represent 316 union employers. Seventy seven new programs were developed and registered in the review time-frame, with 556 new apprentices registered.

Of the 939 current registered apprentices, 15% are veterans, 58% work for independent sponsors, while 42% are union sponsored. From January 1, 1999 to June 30, 2000, the program completed 269 apprentices. This reflects a 29% completion rate of all apprentices registered during the time-frame, which is 17% higher than the four year average of 12%.

Since early 1991, Montana has experienced a steady increase in construction activity on a statewide basis. Currently the total number of building trades apprentices is 802 (85% of all registered

Exhibit #8



apprentices). The forecast for that industry is predicting a continued, but slower growth as interest rates increase.

Other facts...

During the time in review, the Apprenticeship and Training Program staff provided the following services:

- ...Staff responded to over 360 requests by employers for apprenticeship registration. Two hundred and two of those request stemmed in Western Montana, with 159 requests from Eastern Montana.
- ...Provided over 75 formal presentations concerning the program to high school career days, community job fairs, female and minority organizations and employer groups at a state-wide level.
- ...Field staff conducted four comprehensive EEO reviews, established or revised five Affirmative Action plans for independent employers and revised over 145 active apprenticeship sponsor apprenticeship standards.
- ...During the time in review, the Program provided temporary project agreements to 17 out of state firms working in Montana and temporary registration to 47 out of state apprentices. The Program also has extended couresty registration to 51 apprentices registered in other states but are work-based in Montana on a full time basis

" All of the graduates of our apprenticeship program still work for us and are excelling in the field of carpentry. Many of these graduates hold critical positions within the company. They all speak highly of the training they received. I look forward to a continued relationship with your Department and fully support your efforts and mission."

Ken Switzer, Apprenticeship Coordinator,
Martel Construction, Inc., Bozeman, Montana

Quality of life in Montana and retail expansion are expected to support a more moderate increase in the construction sector. During the 1999/2000 biennium, industries that traditionally employ apprentices experienced the following employment trend:

CONSTRUCTION

In 1999 the industry employed 19,600 workers compared to 17,800 employed in this sector in 1997. An estimated 2,100 female workers are employed in this industry.

UTILITIES

In 1999 the industry employed an estimated 3,700 workers compared to 7,486 employed in this sector in 1997. An estimated 900 female workers are employed in this industry.

MANUFACTURING

In 1999 the industry employed 24,500 workers compared to 24,112 employed in this sector in 1997. An estimated 5,500 females are employed in this industry.

SERVICES

In 1999 the industry employed 112,300 workers compared to 100,426 employed in this sector in 1997. An estimated 72,400 females are employed in this industry.

Equal Employment Opportunity Services

In 1991 the Secretary of Labor delegated authority and assigned responsibility to the Federal Bureau of Apprenticeship and the Office of Federal Contract Compliance programs to enforce current Equal Employment Opportunity (EEO) and Affirmative Action regulations to program sponsors of apprenticeship. The state apprenticeship staff provides services and compliance reviews for 30 programs required to have Affirmative Action Plans and EEO Selection Procedures. The state program staff also investigate and mediate complaints relative to these areas.

Sponsors who employ five or more apprentices must have an approved Affirmative Action Plan and EEO Selection Procedure for choosing apprentices. State apprenticeship staff provided technical assistance to sponsors in the development and management of their plans.

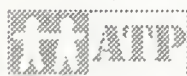
The State staff in cooperation with the Federal Department of Labor and Industry conducted periodic reviews during 1999 and 2000 and found the majority of the program sponsors in compliance of both State and Federal standards.

During the 1999/2000 Biennium the Apprenticeship and Training Program saw an increase of small independent sponsors of apprenticeship establish EEO selection procedures and Affirmative Action Plans. Continuing program growth with independent apprentices was the primary factor in the increase.

Projections and Special Projects



MONTANA Apprenticeship
Training Program



Employment Trends

Since early 1991, Montana has experienced a steady increase in construction activity on a statewide basis. The current forecast for the construction industry is a continued growth through the year 2010. Quality of life, stable interest rates and retail expansion is driving the growth rate in Red Lodge-Absarokee, Bozeman-Gallatin-Park county area, Missoula-Bitterroot and the Flathead Valley areas. The growth rate in the greater Billings area has been driven by combination of industrial and retail expansion from the energy/refining industries and new wholesale type retailers.

During the 1999/2000 period, there has been a continued shortfall on the supply side for fully trained, licensed plumbers and electricians. In 1993 there were 141 electrician and 121 plumber apprentices in both the non-union and union sectors. In 1999/2000 we saw a continuation of a seven year trend in demand for apprentices in both these trades. As of June 30, 2000, there were 286 electricians and 222 plumbers registered as apprentices which reflects an 103% increase for electrical apprentices and 83% for plumbing apprentices since 1993.

Exhibit #9

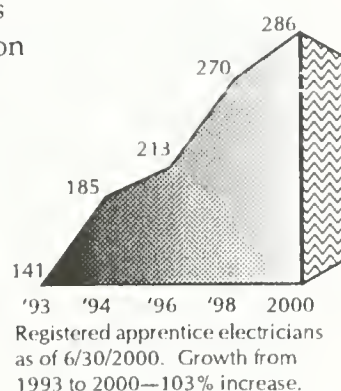


Exhibit #10

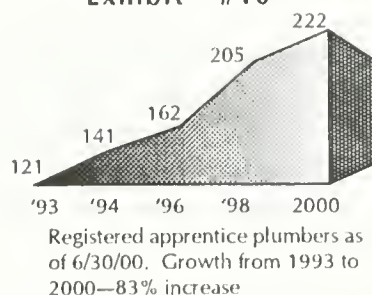
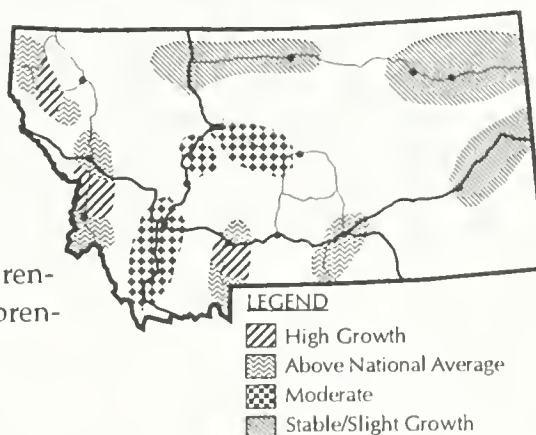


Exhibit #11

Growth areas in building trades construction from 1991 to 2000.



Ratio Waivers

All apprenticeships have apprentice to journeymen ratio's that are stated in registered standards. Ratios are established by industry practices or collective bargaining agreements. Ratios insure training quality and safe work environments for apprentices and ratios will vary from occupation to occupation. Given the current demand for licensed electricians and plumbers in Montana, apprentice training for both of these trades are at an all time high. Currently, both trades require a minimum ratio of 1:1, then 1:3, which translates to one apprentice for the first license in company and for a second apprentice, the firm is required to have a minimum of three more licenses. Most smaller firms in rural areas have had a hard time recently competing in the market for qualified licensed personnel.

The Administrative Rules that govern the minimum requirements for apprenticeship registration in Montana, were revised in 1995. The current rule states: "The registration agency may waive ratio standards for apprenticeship sponsors who can demonstrate the need for a waiver due to labor shortages or other reasons deemed sufficient by the registration agency."

Since 1995, the Program has had an increase in demand by small firms seeking ratio waivers. An estimated 6 waivers were granted in 1995 compared to 27 active ratio waivers in effect as of June 30, 2000. Furthermore the policies for granting a waiver has changed considerably since 1995, when employers seeking waivers were required to appear in Helena and state their case for a waiver to Program representatives. Currently, the Program's policy for granting ratio waivers include: 1. That the sponsor is currently operating in compliance to the registered standards. 2. The sponsor requesting the ratio waiver will seek qualified journey-workers by advertising in

area newspapers, take out a state-wide job order from a local Job Service Office and also post notice in local parts and supply houses. 3. The sponsor will continue an on-going effort to locate qualified journey-workers throughout the time frame of the waiver. 4. Before a waiver is granted, the sponsor must submit documentation that provides proof of advertising.

In Fiscal Year 2000/01, the Program plans to include the current ratio waiver policies via a rule change process into the programs administrative rules which govern minimum requirement for program operation.

The Future for Apprenticeship

A new century has turned the corner. Technology is changing at a mind boggling pace, existing jobs are rapidly becoming more complex and new jobs require increased levels of training and ongoing education. Economists that have studied the nature of the work force, which will support this nation's economy during the new century, are urging dramatic changes in the manner in which people are being prepared for jobs during the next decade. Apart from structured apprenticeship programs, the opportunity to start at the bottom and work up seems to be disappearing very rapidly in today's technical revolution.

The solution lies in a system peculiar to our own culture. Replicating the Swiss and German systems will not be a guarantee of success in our culture. The answers must address necessary changes in our present methods of preparing young people for the job market, other workers for the changing job market and developing a sense of pride in skill development.

Registered apprenticeship can and should play a vital role in Montana's workforce development system. By enhancing the skills of the workforce, registered apprenticeship can help increase the productivity, economic growth and competitiveness of Montana and Montana businesses.

Our current education system is geared for a college prep curriculum. The reality is that only 25% of those who graduate high school will ever earn a college degree. A college degree is no longer the panacea for personal economic security it was viewed as 10 or 20 years ago.

SCHOOL-TO-WORK

The School-To-Work Opportunities Act provided a marvelous opportunity and an incentive to make an impact on our Montana youth through current standards of technical training. School-To-Work linkages have received an increased focus, in Montana and nationally. Those linkages are designed to better prepare high school graduates to be trained for a skilled trade of their choosing.

In a recent discussion concerning qualifications for entry into apprenticeship with an electrical contractor in Laurel, Montana, the contractor stated:

"I am looking to train a young person in this trade, but that person better have a solid math background, basic CAD experience and a working understanding of computers before they even walk in my front door."

There is a nationwide technological revolution that is redefining jobs and radically altering the skills needed to perform them. This transformation to the technology age is more intense and far-reaching than the industrial revolution at the turn of the century. The technical revolution is creating a demand for new, highly skilled technical workers and reducing the demand for unskilled employees.

WORKFORCE INVESTMENT ACT

With the passage and implementation of the Workforce Investment Act, the Apprenticeship and Training Program has provided information and technical assistance to a variety of state and local agencies directly involved with the act. For the Montana Plan, the basic goal is to help transition the recipient to the work place, supplemented with job-ready training assistance. The Apprenticeship and Training Program has been providing Workforce Investment Act operators with information concerning educational, physical and basic skills requirements for entry into apprentice-able occupations.

CHILD CARE DEVELOPMENT SPECIALIST

The child care development specialist has been recognized as an apprenticeable occupation within recent years. This occupation deals with workers that are employed in the day care and child care industries. In late 1997, a federal initiative encouraged all states to promote quality training and apprenticeship to the day care industry. In the later part of 1997, the Montana Apprenticeship and Training Program surveyed the state's day care industry concerning training needs other and occupational information. In early 1998, the program established training standards for the child care development specialist occupation and promoted apprenticeship to the industry. Montana became the seventh state to register apprentices in this occupation. As of June 30th, 2000, the Montana Program has two registered programs in the Bozeman area and a program staff member sits on the Montana Early Care and Education Career Development Board.

In May of 2000, the Program in partnership with the Department of Public Health and Human Services applied for a \$300,000 dollar federal grant that would be solely used for the purpose of promoting apprenticeship training in the early child care industry. The grant would provide an additional apprenticeship staff person for 18

months that would exclusively work in the child care area promoting apprenticeship and funds to off-set the expensive cost of the related instruction for apprentices. Grant allocation by the U. S. Department of Labor are projected to be released in the later part of 2000.

FINAL NOTE

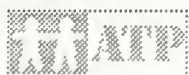
The Apprenticeship Training Program staff also participate in activities with the education community on a continuous basis. Staff annually take part in career days in many communities across the state, speak to individual classes and teachers, participate in school sponsored job fairs and talk to and counsel recommended students on a one-to-one basis. During the time period in review, Program staff attended over 75 job fair/career day functions across Montana providing information about the program.

The registered apprenticeship system has long been a leader in the field of education and training, producing the finest skilled workers in the world through a training strategy that is second to none. The staff of the Montana State Apprenticeship Training Program feel that the apprenticeship concept is starting to receive recognition and will continue to gain support from the training community in the future. Apprenticeship is a primary factor in implementing the ideas of school-to-work and a major player in building a competitive, qualified work force for Montana's future.

Apprenticeship Training Program Staff



MONTANA Apprenticeship
Training Program





(Photo Left to Right)

Roy Symons
Apprenticeship Training Field Representative,
Western Montana

Lanae Vetsch, Program Administrative Assistant

Gary Schoer
Apprenticeship Training Field Representative,
Eastern Montana

Mark S. Maki, Program Supervisor

Affiliated Professional Associations

...National Association of State and Territorial
Apprenticeship Directors

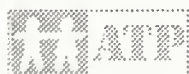
...Rocky Mountain Apprenticeship Conference

...The Montana Apprenticeship and Training Directors Association

...Federal Committee on Registered Apprenticeship

...Montana Early Care and Education Career Development Board

Appendix



**REGISTERED APPRENTICES
BY OCCUPATION
JUNE 30, 2000**

AUTOMOBILE BODY REPAIRER	9
AUTOMOBILE MECHANIC	9
BAKER - BAKERY	6
BOILERMAKER FITTER	23
BRICKLAYER - CONST.	16
CARPENTER - CONST.	54
CENTRAL OFFICE INSTL	3
CENTRAL OFFICE RP	2
CHILD CARE DEV SPEC	3
CONST. CRAFT LABORER	18
COOK - HOTEL REST	1
DIESEL MECHANIC	5
ELECT - METER REPAIRER	1
ELECTRICIAN MAINT	8
ELECTRICIAN - ANY IND	286
ELECTRONICS MECHANIC	1
ENVIR- CONT-SYS-INSTL	4
FARM EQUIP MECHANIC	1
FIRE FIGHTER ANY IND	6
GAS MAIN FITTER	1
GLAZIER - CONST.	2
HYDROELE. GEN. OPER.	6
LINE ERECTOR - CONST	6
LINE MAINTAINER	5
LINE REPAIRER	12
MACHINIST	3
MAINT MECH-TELEPHONE	20
MATERIAL COORDINATOR	1
MEAT CUTTER	1
MECH - INDUST TRUCK	3
METAL FABRICATOR	1
MILLWRIGHT	8
MOTORCYCLE REPAIRER	1
OPERATING ENGINEER	11
PAINTER	1
PIPE FITTER-ANY INDU	19
PIPEFITTER CONST.	7
PLUMBER - CONST.	222
POWERHOUSE MECHANIC	2
PROTECT SIGNAL INSTL	7
REFRIGERATION MECH	1

RESIDENTIAL WIREMAN	24
ROOFER (CONST)	16
SALESPERSON - PARTS	4
SAW FILER	2
SHEET METAL WORKER	64
STATION INSTL & RP	4
STATIONARY ENGINEER	3
STRUCTURAL STEEL WKR	22
WEB PRESS OPERATOR	3
WELL DRILL OPERATOR	1
GRAND TOTAL	939

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